Board of Forestry and Fire Protection Professional Foresters Registration Program



Licensing News

Volume 23, Issue I



September 2008

The View from the 15th Floor

"Certified Rangeland Managers and THP Specialists, a Historical Perspective"

On occasion I have the privilege of reviewing historical documents in an attempt to understand the original intent of a particular regulation or law. As you might expect, regardless of whether or not I find the answer I'm looking for in my research, I always learn something new. And so it was that I recently found myself reviewing the Board's rulemaking files, correspondence and reference documents in an attempt to understand the history of the Certified Rangeland Manager (CRM) Program. What I learned in the process is a pretty interesting story.

You see, back before Senate Bill 1094 (Killea) gave us the *forested landscapes* definition in 1994, the Professional Foresters Law was bound by the term *wildlands*. In 1990, a deputy with the state attorney general's office advised that the term *wildlands* was a "composite term" for all grass, brush, and timber vegetation types. This set the stage for the possibility that a Registered Professional Forester could be required for the management and treatment of virtually any natural landscape. As you might imagine, this was somewhat controversial.

A couple of months after the AG's opinion on the subject, former PFEC Chairman and Board Member, Bob Heald suggested that the Board consider adoption of regulations to create two specialties: the "Certified THP Specialty" and the "Certified Hardwood-Range Specialty." As it was initially envisioned, a prospective "specialist" would first have to pass the RPF exam to be qualified for a specialty certificate exam. As the monikers imply, the "Certified THP Specialty" would have applied exclusively to commercial timber harvest planning. The "Certified Hardwood-Range Specialty" would have applied to the management and treatment of all hardwood as well as the associated brush and grass vegetation types.

Sometime after Mr. Heald's proposal, it must have become clear to the Board that it could not adopt a certified specialty without further legislative authorization. So, in the 1991 legislative session, the Board successfully proposed Assembly Bill 1903 (Hauser). AB 1903 took effect in 1992 and modified the Professional Foresters Law to grant the Board specific authority to adopt certified specialties. Unlike Mr. Heald's earlier proposal, the change to the law allowed a person to become certified in a specialty without having to be an RPF.

What followed the Board's newfound authority was its adoption of the Certified Rangeland Manager specialty. The CRM specialty was developed and proposed by the California-Pacific Section of the Society for Range Management. As the name implies, the specialty initially focused exclusively upon the management and treatment of range and rangelands within the broadly applicable *wildlands*. The Professional Foresters Examining Committee was directed to complete the review of the proposed specialty and it held a series of public meetings in which the subject was discussed. The Board likewise discussed the proposal at several public meetings and reviewed a number of opposing viewpoints before deciding to adopt the specialty in January of 1994.

Meanwhile, simultaneous to the Board's consideration and eventual adoption of the CRM specialty, a coalition of at least 50 organizations and individuals led by the Planning and Conservation League proposed the aforementioned SB 1094.

This group included individuals and organizations that were simultaneously expressing their opposition to the CRM specialty in PFEC and Board meetings. They opposed the apparently broad application of the term *wildlands* and did not support the Board's remedy of certified specialties.

SB 1094 specifically recognized the disciplines of biology, botany, ecological and stream restoration among others as distinct and separate from the practice of forestry. It went on to expressly prohibit the Board from creating specialties in any of those subject areas. And, even more importantly, it confined RPFs and CRMs alike to the *forested landscapes* rather than the broader *wildlands*. Despite the opposition of the Board, the California Licensed Foresters Association, the California Forestry Association, the Northern California Society of American Foresters, the Association of Consulting Foresters, and others, SB 1094 was signed into law in 1993. It became effective just four days prior to the Board's adoption of the CRM specialty in January of 1994.

Had SB 1094 not been signed into law, we might have seen certified specialties in a wide variety of subject areas. Perhaps, Bob Heald's notion of the "Certified THP Specialist" would have been adopted and there would have been a distinction between RPFs and harvesting plan writers today. Maybe the multi-disciplinary "Review Team" for harvesting plan reviews would have been populated by a number of different Board-certified specialists. At a minimum, RPFs and CRMs would not have suffered the limit to the licenses' geographic area of application imposed by the *forested landscapes* definition. In light of the narrow confines of the Professional Foresters Law as it is currently written, it seems highly unlikely that another certified specialty will ever be proposed.

For further elaboration on the history of the CRM Program and the concept of certified specialties, have a look at the memorandum to the Board's Range Management Advisory Committee (RMAC) located on the licensing website at: http://www.bof.fire.ca.gov/licensing/licensing_current_docs.aspx.

And with that I'll switch gears and wrap this up with an introduction of the Board's newest staff member, Ms. Kirsten Vann. Kirsten serves as my assistant and is brand new to state service. She has a degree in Organizational Communications from Sacramento State University and a work ethic to be admired. Those of you that have already had the pleasure of speaking with her directly can attest to her kindness, professionalism and competency. It's no stretch to say she makes the program better by her very presence in the office. If you get a chance, introduce yourself to Kirsten and welcome her to the fold.

Questions, comments, or differences of opinion you feel compelled to share? Please do not hesitate to give me a ring or drop me an email. All the best to you and yours as Fall approaches.

Eric K. Huff, Executive Officer Professional Foresters Registration September 18, 2008

Current PFEC and Board of Forestry Information:

Professional Foresters Registration shall protect the public interest through the regulation of those individuals who are licensed to practice the profession of forestry, and whose activities have an impact upon the ecology of forested landscapes and the quality of the forest environment, within the State of California.

PROFESSIONAL FORESTERS EXAMINING COMMITTEE MEMBERSHIP

Mr. Douglas Ferrier, Chair RPF-Consultant
Mr. Otto van Emmerik RPF-Retired, Vice-Chair
Mr. Thomas Osipowich RPF-CDF
Mr. Gerald Jensen RPF-USFS, Retired
Ms. Kimberley Rodrigues RPF-Public Representative
Mr. Raymond Flynn- Public Representative
Mr. Michael Stroud CRM/RPF-Certified Specialty
Mr. William Frost CRM- Certified Specialty

PROGRAM STAFF

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Executive Officer Assistant to the Executive 916-653-6634

916-653-8031 916-653-8031

Eric.Huff@fire.ca.gov Kirsten.Vann@fire.ca.gov

The Board's mission is to lead California in developing policies and programs that serve the public interest in environmentally, economically, and socially sustainable management of forest and rangelands, and a fire protection system that protects and serves the people of the state.

MEMBERS OF THE STATE BOARD OF FORESTRY AND FIRE PROTECTION

Mr. Stan L. Dixon, Chair Mrs. Pam Giacomini, Vice-Chair Mr. Lloyd Bradshaw Mr. Gary Nakamura Mr. David Nawi Dr. Douglas Piirto Mr. James Ostrowski Mr. Bruce Saito Mr. Thomas Walz

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HOW TO CONTACT US

In addition to the email addresses and phone numbers listed above, questions about the status of your license, change of address notification, Board information, needs, wants or gripes may all be mailed as follows:

Board of Forestry and Fire Protection and/or Professional Foresters Registration Program
P.O. Box 944246
Sacramento, California 94244-2460

WWW.BOF.FIRE.CA.GOV

RPF and CRM Stats:

As of September 18, 2008 the following chart shows current RPF Statistics:

	RPF's	CRM's
Valid	1309	80
Withdrawal	167	2
Revoked	586	1
Voluntary	473	4
Relinquished		
Total	2532	87

Lost In the Woods:

The below mentioned names are ready to be "axed" from having a license due to failure to renew. If you see your name please contact our office immediately and we will get you back on track!

Ma Fusia Duamat	DDE No. 20/7	Ma Davialas Chavit	DDE No. 1017
Mr. Ernie Brandt	RPF No. 2067	Mr. Douglas Stout	RPF No. 1817
Mr. Wallace Chandler	RPF No. 1070	Mr. Paul Veisze	RPF No. 2385
Mr. Richard Clanton	RPF No. 1277	Mr. Daniel Ward	RPF No. 2429
Mr. William Coghill	RPF No. 1545	Mr. Michael Warren	RPF No. 2373
Mr. Samuel Doak	RPF No. 2249	Mr. John Wells	RPF No. 951
Mr. Lawrence Davis	RPF No. 2401	Mr. Robert Williams	RPF No. 948
Mr. Ray Eneim	RPF No. 1692	Mr. Ray Budzinski	CRM No. 36
Mr. Larry Henry	RPF No. 2371	Mr. John Harper	CRM No. 23
Mr. Larry Ismert	RPF No. 723	Mr. Marc Horney	CRM No. 83
Mr. David Johnson	RPF No. 705	Mr. Richard King	CRM No. 5
Mr. Charles King	RPF No. 1661	Mrs. Samira Omar	CRM No. 31
Mr. Troy Kurth	RPF No. 1631	Mr. Kenneth Tate	CRM No. 79
Mr. Larry Lippert	RPF No. 1916	Mr. William K. Lee	RPF No. 46
Mr. G May	RPF No. 43	Mr. Frederick L. Green	RPF No. 204
Mr. David Mayer	RPF No. 2058	Mr. David W. Kaney	RPF No. 262
Mr. David McHardy	RPF No. 1589	Mr. William H. Stancer	RPF No. 434
Mr. Daryl McRoberts	RPF No. 323	Mr. Keld G. Sorensen	RPF No. 458
Mr. Brian Morris	RPF No. 1423	Mr. Ned L. Simmons	RPF No. 818
Mr. Daniel Navon	RPF No. 1504	Mr. Kenneth M. McAndrews	RPF No. 1238
Mr. John Pender	RPF No. 1032	Mr. Robert K. Henley	RPF No. 1458
Mr. Christopher Perlee	RPF No. 221	Mr. Joseph R. Griggs	RPF No. 1510
Mr. Klaus Radtke	RPF No. 1583	Mr. Lowell G. Robinson	RPF No. 1620
Mr. Patrick Reardon	RPF No. 976	Mr. Gerald G. Palmer	RPF No. 1646
Mr. Mark Rodgers	RPF No. 2355	Mr. Norman D. Henry	RPF No. 1670
Mr. Gary Ross	RPF No. 1717	Mr. Paul E. Rooney	RPF No. 1294
IVII. Gary 1033	IXI I IVO. 1717	WII. I dui L. Rooney	111 110. 12/4

New RPF's and CRM's from March 2007 to the Present:

Mr. Guy M. Anderson	RPF No. 2844	Mr. Gregg Robert Bratcher	RPF No. 2860
Mr. Michael J. Aronson	RPF No. 2840	Mr. Peter K. Sundahl	RPF No. 2861
Mr. David Cussins	RPF No. 2849	Mr. Jonathan M. Pangburn	RPF No. 2862
Mr. Daniel DeArmond	RPF No. 2855	Mr. Kameron Doss Crocker	RPF No. 2863
Mr. Jeremy David Drakeford	RPF No. 2852	Mr. Jesse A. McNames	RPF No. 2864
Mr. Deakon Joe Duey	RPF No. 2853	Mr. Patrick E. Maloney	RPF No. 2865
Mr. A.J. Evanson	RPF No. 2843	Mr. Chet A. Behling	RPF No. 2866
Mr. Mike Hupp	RPF No. 2847	Mr. Clayton E. Code	RPF No. 2867
Mr. David Jaramillo	RPF No. 2839	Ms. Theresa R. Johnson	RPF No. 2868
Mr. Lathrop Leonard	RPF No. 2845	Mr. Dewey N. Robbins	RPF No. 2869
Mr. Loren McAfee	RPF No. 2848	Mr. Lucas D. Titus	RPF No. 2870
Mr. Darren Michael Niles	RPF No. 2838	Mr. Zachariah D. Mohrmann	RPF No. 2871
Mr. Joel Rink	RPF No. 2851	Mr. Jason M. Meyer	RPF No. 2872
Mr. Don Schroeder	RPF No. 2856	Mr. Eric B. Burke	RPF No. 2873
Mr. Fred C. Schuler	RPF No. 2841	Ms. Susan D. Kocher	RPF No. 2874
Mr. Thomas Ferguson Smith	RPF No. 2842	Mr. Ron R. Johnstone	RPF No. 2875
Mr. Eric M. Sweet	RPF No. 2846	Ms. Meghan M. Reeves	RPF No. 2876
Mr. Harlan J. Tranmer	RPF No. 2850	Mr. Christopher Ashley Dicus	RPF No. 2877
Mr. Jesse Daniel Weaver	RPF No. 2857	Mr. Stewart P. McMorrow	RPF No. 2878
Mr. Eric G. Wertz	RPF No. 2854	Mr. Robert P. Galliano	RPF No. 2879
Ms. Estelle Palley Clifton	RPF No. 2858	Mr. Bryce D. Record	RPF No. 2880
Mr. Brian D. Lindstrand	RPF No. 2859	Mr. Jed T. Washburn	RPF No. 2881
Mr. Peter Hopkinson	CRM No. 93	Mr. Laurence R. Swan	RPF No. 2882

Mark Your Calendars:

National Fire Prevention Week- Starts Monday October 6, 2008 CLFA Board Meeting- September 27, Big Creek Lumber Co, Davenport Board Meetings- October 6-9 (full agenda online 10 days prior to Meetings) Forest Restoration After Fire Workshop, October 11, 2008 http://ucanr.org/foreststewardship

RPF Exam- October 17 2008, (Next exam April 17, 2009 filing Deadline February 13, 2009)

Forest Ecosystems & Creating Defensible Landscapes, October 18, 2008 http://ucanr.org/foreststewardship CLFA wildlife management workshop, October 24, Redding Holiday Inn CLFA Board Meeting, October 25, 2008 SPI Corporate Headquarters, Anderson

CLFA RPF Exam Prep Seminar- November 21, 2008

PFEC Meeting- December 18, 2008

News via E-mail:

If you wish to receive "Licensing News" via E-mail please e-mail <u>Kirsten.Vann@fire.ca.gov</u> stating that you wish to receive the newsletter vie e-mail. Newsletters will also be posted on the Board of Forestry website under the Foresters Licensing section.

Should you have any questions, complaints, comments, concerns, ideas or gripes, please feel free to contact our office. This publication is put out to be informative to RPF's and CRM's if there are issues or articles you would like to see posted here please let us know.

Disciplinary Actions

CASE NUMBER: <u>33-D-217</u>

REGISTERED PROFESSIONAL FORESTER: Scott R. J. Feller, RPF 1950

Crescent City, CA

ALLEGATIONS:

The Board alleged that Mr. Feller repeatedly failed to comply in any way with the terms of the Board's Order of November 13, 2002. Specifically, Mr. Feller did not complete his probationary requirements and petition the Board for reinstatement of his license to good standing prior to July 1, 2004.

The Board accordingly sought to vacate the terms of probation and revoke Mr. Feller's license to practice forestry. The matter was heard by Administrative Law Judge, Gary Geren in Sacramento on December 10, 2007. Thereafter, Judge Geren provided the Board with his proposed decision, dated January 14, 2008.

DISCIPLINE:

The Board adopted Judge Geren's proposed decision of January 14, 2008 during its Executive Session of February 5, 2008. Pursuant to that decision and in accordance with the Professional Foresters Law, Public Resources Code §750, *et seq*, Mr. Feller's license to practice forestry was revoked.

Mr. Feller subsequently appealed the Board's decision to the Superior Court of Del Norte County, Case No. CVPT08-1122. Upon conclusion of the proceedings, Judge Morrison upheld the Board's decision in this matter thereby affirming the revocation of Mr. Feller's license to practice forestry in California.

CASE NUMBER: 306

REGISTERED PROFESSIONAL FORESTER: Bill A. Pollard, RPF 1065
Angels Camp, CA

ALLEGATIONS:

It is alleged that Mr. Pollard's professional failures include inaccurate or incomplete flagging of Watercourse and Lake Protection Zones (WLPZ); inaccurate or incomplete flagging, mapping and planning document description of new road construction; incomplete flagging of cultural resource protection zones; failing to amend harvest planning documents consistent with changes in operations; failing to map watercourse locations in harvest planning documents; failure to mark trees for harvest in accordance with fuel hazard reduction objectives; marking of trees in designated WLPZ no-harvest zones; and direction of ground skidding operations through WLPZ no-entry zones.

DISCIPLINE:

Mr. Pollard and the Board have entered into a stipulated agreement wherein he admits to *gross* negligence in his practice of forestry for the alleged professional failures identified above.

Based on the foregoing, Mr. Pollard's license to practice forestry as a professional was suspended for a period of six (6) months, with two (2) months actual suspension and the remaining four (4) months stayed. This suspension became effective on April 21, 2007. Upon completion of the suspension, Mr. Pollard began twelve (12) months of probation, making the term of the stipulation a total of fourteen (14) months.

During the total period of the agreement, Mr. Pollard's work product was reviewed by an RPF in good standing and he agreed to comply with all laws and regulations relating to the professional practice of forestry. Work product for review included all field work performed including but not limited to flagging, marking, harvest engineering, inventory, and archaeological surveying, as well as all written documents associated with Pollard's practice of forestry. Mr. Pollard completed the terms of his probation and petitioned the Board for full reinstatement of his license. The Board approved Mr. Pollard's reinstatement on August 5, 2008 and his license was subsequently restored to full active status.

CASE NUMBER: 309

ALLEGATIONS:

The complaint alleged that the RPF was complicit in the failure to disclose in any manner, for the purposes of CEQA and the Forest Practice Act, the falling of conifer and hardwood trees in an area proposed for harvest under a Timber Harvesting Plan (THP) that had not been approved.

DISCIPLINE:

Though the PFEC did not sustain an *Accusation* of professional failure under the Professional Foresters Law (PRC §750, *et seq.*), the Committee was compelled to express their concerns relative to the respondent RPF's actions in this matter. For this reason, the PFEC directed that the RPF receive a **PFEC Confidential Letter of Concern**.

CASE NUMBER: 310

ALLEGATIONS:

The complaint alleged numerous failures of professional responsibility related to Forest Practice Rule violations associated with a Timber Harvesting Plan (THP). Specifically, it was alleged that the RPF failed to amend the THP and administer daily harvest activity; was complicit in the violations assigned to the Licensed Timber Operator (LTO) for unauthorized new road construction and unauthorized tree removal within the boundary of an archaeological site; and misrepresented the necessity for two extensions of the THP effective period.

DISCIPLINE:

Though the PFEC did not sustain an *Accusation* of professional failures under the Professional Foresters Law (PRC §750, *et seq.*), the Committee was compelled to express their concerns

relative to the respondent RPF's failure to amend the THP. For this reason, the PFEC directed that the RPF receive a **PFEC Confidential Letter of Concern**.

CASE NUMBER: <u>311</u>

ALLEGATIONS:

The complaint alleged *material misstatement of fact* and *incompetence* related to the respondent RPF's submission of two (2) less than 3-acre conversion exemptions on the same contiguous ownership in direct contravention of 14 CCR §1104.1(a). Specifically, it was alleged that the respondent RPF knowingly or negligently disregarded 14 CCR §1104.1(a) in the preparation and submittal of a second less than 3-acre conversion exemption proposed to occur on a contiguous ownership for which an approved less than 3-acre conversion had already been completed. The respondent RPF was signatory as the RPF of record in both the completed and the second proposed notices of exemption.

DISCIPLINE:

The respondent RPF admitted to the error identified in the complaint and cooperated fully with the PFEC throughout the disciplinary review. He stated that this error would not be repeated and that he had taken steps to improve his administrative procedures to that end. Though the PFEC did not sustain an *Accusation* of professional failure under the Professional Foresters Law (PRC §750, *et seq.*), the Committee was compelled to express their concerns relative to the respondent RPF's actions in this matter. For this reason, the PFEC directed that the RPF receive a **PFEC Confidential Letter of Concern**.

BOARD OF FORESTRY AND FIRE PROTECTION Stan Dixon, Chair

THE RESOURCES AGENCY
MIKE CHRISMAN, Secretary

P.O. Box 944246 SACRAMENTO, CA 94244-2460 (916) 653-8007 (916) 653-0989 FAX Website: www.bof.fire.ca.gov



FOREST PRACTICE RULE REVIEW ANNOUNCEMENT

Announcement Date: September 19, 2008

POLICY COMMITTEE Location: Resources Bldg.

 November 3, 2008
 15th floor, Room 1506-12

 Time: 1:00 p.m. – 4:00 p.m.
 Sacramento, California

The Board has the responsibility to maintain a comprehensive and effective system of regulation for all timberlands subject to the Z'Berg-Nejedly Forest Practice Act (PRC § 741 and §§ 4511-13). To assure the efficacy of Forest Practice Rules, the Board must have the most current information possible on the implementation and effectiveness of rules adopted in accordance with the Act (PRC §§ 4551-4555). Currently, the Board must adopt regulations no later than mid October to enable implementation on January 1 of the year following adoption (PRC § 4554.5 and Gov. Code §11340 et.seq.). Given this statutory framework, it is necessary for the Board to receive timely feedback regarding rule implementation and effectiveness to meet its responsibility to the public and protect the state's interests.

To assure the timely dissemination and effective implementation of rule language, as well as to assist and improve subsequent rulemaking efforts, at the regularly scheduled November meeting of the Board, the Board's Policy Committee is requesting public comment, and a presentation by the Department, addressing the following:

- 1. Areas where questions exist on interpretation of the regulatory standards, including potential solutions.
- 2. Issues encountered in achieving compliance with the regulatory standard of rules, including potential solutions.
- 3. Suggested regulatory modifications which would either 1) clarify existing rule language to better achieve the intended resource protection, or 2) which would reduce regulatory inefficiencies and maintain the same or better level of protection.

Written comments shall be submitted to the following address:

Board of Forestry and Fire Protection

Attn: George Gentry
Executive Officer
P.O. Box 944246
Sacramento, CA 94244-2460

Written comments may also be sent to the Board via facsimile at (916) 653-0989, or delivered via e-mail at the following address: board.public.comments@fire.ca.gov

For further information, please go to the following link: http://www.fire.ca.gov/CDFBOFDB/board/board_policies.asp

The Board's Mission:



STATE OF CALIFORNIA

Department of Forestry and Fire Protection EXAMINATION ANNOUNCEMENT

FORESTER I (NONSUPERVISORY) **OPEN-NONPROMOTIONAL**



CALIFORNIA STATE GOVERNMENT - AN EQUAL OPPORTUNITY EMPLOYER - EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION, BY80-1054

8FS1401

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORKPLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE, BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE, AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

DEDARTMENTAL FOR	Department of Foundation and Fire Dustration
DEPARTMENTAL FOR	Department of Forestry and Fire Protection
POSITIONS EXIST	Statewide
WHO SHOULD APPLY	Applicants who meet the minimum qualifications. This is an open-nonpromotional examination. Applications will NOT be accepted on a promotional basis.
HOW TO APPLY	Examination Applications STD. 678 must be filed with the Department of Forestry and Fire Protection by mail to P.O. Box 944246, Sacramento, California 94244-2460, attention Examination Unit, or in person at 1300 U Street, Sacramento, California.
CROSS FILING INFORMATION	If you meet the entrance requirements for this class and Forester II (Supervisory), scheduled on the same day, you may file for one or both examinations on a single application. Put the title(s) of each examination(s) you wish to take on the application.
FINAL FILING DATE	Applications must be postmarked no later than October 16, 2008 . Applications postmarked after the final filing date will not be accepted for any reason.
EXAMINATION DATES	Qualifications Appraisal Interview: It is anticipated that interviews will be held during January/February 2009.
SALARY RANGE	\$4966 - \$6038
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the application. You will be contacted to make specific arrangements.
ELIGIBLE LIST INFORMATION	A departmental eligible list will be established for the Department of Forestry and Fire Protection. This list will be abolished 24 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.
DECLIDEMENTS FOR	All applicants must meet the education and/or experience requirements for this examination by

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

All applicants must meet the education and/or experience requirements for this examination by October 16, 2008, the final filing date.

NOTE: Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles. Applications/resumes received without this information will be rejected.

MINIMUM QUALIFICATIONS Qualifying experience may be combined on a proportionate basis if the requirements stated include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to the examination as meeting 100% of the overall experience requirement.

MINIMUM QUALIFICATIONS (Cont'd.)

"Either" I

Possession of a valid license as a professional Forester issued by the California State Board of Forestry or possession of an authorized letter from the California State Board of Forestry, Professional Foresters Registration, to compete in the Registered Professional Forester exam. (Applicants with an authorization letter from the California State Board of Forestry, Professional Foresters Registration, will be admitted to the examination, but they must secure the license before they will be considered eligible for appointment.)

"Or" II

Experience: Two years of experience performing the duties of a Forestry Assistant II in the California state service. **and**

<u>License Requirement</u>: Possession of a valid license as a professional Forester issued by the California State Board of Forestry (applicants who do not possess the required license will be admitted to the examination, but they must secure the license before they will be considered eligible for appointment).

"Or" III

Experience: One year of experience performing the duties of a Forestry Assistant II in the California state service and six months of forestry work requiring professional skill. (Graduation from college with specialization in forestry, range management, or a closely related natural resource field may be substituted for the six months of forestry work.) **and**

<u>License Requirement</u>: Possession of a valid license as a professional Forester issued by the California State Board of Forestry (applicants who do not possess the required license will be admitted to the examination, but they must secure the license before they will be considered eligible for appointment).

"Or" IV

Experience: Either

1. Three years of experience in the California state service performing forestry work requiring professional skill, fire prevention, or supervising fire suppression work in a class comparable in level to a Forestry Assistant II. **or**

2. Two years of experience in forestry work requiring professional skill involving one of the following: management of a forest area; appraising forest resources; harvesting forest products; regulating forest practices; controlling forest pests; reforestation or tree nursery production; urban forestry; or range and watershed management duties. (Graduate work in forestry may be substituted for up to one year of the required experience on a year-for-year basis.) and

Education: Equivalent to graduation from college with specialization in forestry, range management, or a closely related natural resource field. (Additional qualifying experience may be substituted for up to two years of the required education on a year-for-year basis.) **and**

<u>License Requirement</u>: Possession of a valid license as a professional Forester issued by the California State Board of Forestry (applicants who do not possess the required license will be admitted to the examination, but they must secure the license before they will be considered eligible for appointment).

NOTE: APPLICANTS QUALIFYING UNDER PATTERN I ABOVE MUST ATTACH TO THE EXAMINATION APPLICATION STD. 678, A COPY OF THEIR VALID LICENSE AS A PROFESSIONAL FORESTER ISSUED BY THE CALIFORNIA STATE BOARD OF FORESTRY OR AN AUTHORIZED LETTER FROM THE CALIFORNIA STATE BOARD OF FORESTRY, PROFESSIONAL FORESTERS REGISTRATION, TO COMPETE IN THE REGISTERED PROFESSIONAL FORESTER EXAM.

APPLICANTS QUALIFYING UNDER PATTERN III OR PATTERN IV ABOVE MUST ATTACH TO THE EXAMINATION APPLICATION STD. 678, A COPY OF THEIR COLLEGE TRANSCRIPT(S) INDICATING THEIR DEGREE AND/OR SPECIFIC COURSEWORK AND UNITS COMPLETED WITH SPECIALIZATION IN FORESTRY, RANGE MANAGEMENT, OR A CLOSELY RELATED NATURAL RESOURCE FIELD. APPLICANTS ATTENDING MORE THAN ONE COLLEGE OR UNIVERSITY SPECIALIZING IN THE APPROPRIATE COURSEWORK NOTED ABOVE, MUST SUBMIT INDIVIDUAL TRANSCRIPTS FOR ALL APPLICABLE COLLEGES AND/OR UNIVERSITIES.

APPLICANTS WHO HAVE EXPERIENCE WITH THE UNITED STATES FOREST SERVICE (USFS) MUST LIST ON THE EXAMINATION APPLICATION STD. 678, THEIR OFFICIAL CLASSIFICATION TITLE(S) AND GS LEVEL(S).

POSITION DESCRIPTION

This is the entry and first working level. Incumbents perform difficult, professional duties in connection with forest, range, watershed management, protection, and planning activities. At the unit level, incumbents enforce regulations, carry out policy, and serve in Forest Practice, Vegetation Management, Forestry Assistance, or other Resource Management assignments, as well as Fire Protection, Pre-Fire Engineering, Fire Prevention, local land use planning, and risk analysis. In some units, single positions function as Unit Foresters with multiple program responsibilities. Incumbents may also be responsible for a segment of operations at a State Forest or Nursery. In region or headquarters assignments, incumbents may serve as staff specialists or assistants responsible for activities of a resource management program such as Forest Practice, Forest Management, or Urban Forestry. Incumbents may also serve as staff specialists or assistants responsible for activities of other department programs, such as pre-fire engineering, local land use planning, and risk analysis. Incumbents with appropriate training, qualifications, and experience, may also serve as relief Battalion Chiefs or in other fire protection assignments.

EXAMINATION INFORMATION

The examination will consist of a qualifications appraisal interview weighted 100%. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.**

QUALIFICATIONS APPRAISAL INTERVIEW (Weighted 100%)

Scope:

A. Knowledge of:

- 1. Natural sciences (e.g., wildlife, biology, botany, geology, hydrology, ecology, vegetation types, soil and climate conditions) to ensure environmental analysis and project implementation provides resource protection.
- 2. Forest harvesting methods and practices sufficient to ensure that equipment and practices are utilized to protect all forest resources.
- 3. Forest engineering for the development of a transportation and harvesting system sufficient to ensure compliance with public safety standards and environmental regulations.
- Wildlife management and management of wildlife habitat to protect fisheries, terrestrial fauna, and plants.
- The California Environmental Quality Act (CEQA) and the functional equivalency process to identify the significant environmental impacts of proposed actions and evaluate and develop measures to avoid or mitigate those impacts.
- 6. Integrated pest management concepts, methods and identification of forest and range pests sufficient to protect resources.
- 7. The identification and protection process for cultural resources (historic and pre-historic) sufficient to ensure their preservation.
- 8. Watershed management and erosion control methods sufficient to protect forest resources at a level that meets State laws and regulatory requirements and best management practice standards.

B. Ability to:

- 1. Speak, read, and write to enable effective communication.
- Exhibit ethical behavior, display appropriate conduct, and maintain a high level of professionalism.
- 3. Evaluate, review, analyze, and apply information and technical data to make sound decisions and implement creative solutions.
- 4. Plan, organize, prioritize, and multi-task.
- 5. Function in stressful situations or emergencies.
- 6. Work independently.

C. Skill to:

- Develop and deliver oral and written presentations, and to communicate effectively for the purpose of information exchange and education of employees, management, and others.
- 2. Apply forestry principles and practices (e.g., mensuration, air photo and map interpretation, silviculture, engineering, and tree, plant, and animal identification).
- Identify and evaluate vegetation conditions in order to determine which appropriate management practices to apply.
- 4. Apply industry standards, and civil, State, and Federal regulations and policies to ensure compliance with those regulations and policies, provide a safe and healthy work environment and maximize program efficiency.

SPECIAL PERSONAL CHARACTERISTICS

Willingness to work long and irregular hours in remote parts of the state, and during the fire season, to remain available for duty assignments 24 hours a day as required. Ability to meet physical and medical standards established by the Department of Forestry and Fire Protection; and color vision and visual acuity sufficient to perform the duties of the position.

ADDITIONAL DESIRABLE QUALIFICATIONS

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles.

PROBATIONARY REQUIREMENT

To support the fire suppression mission of the department, individuals appointed to the Forester I (Nonsupervisory) classification must pass the Basic Fire Control Training Course prior to the end of probation.

JOB CHARACTERISTICS

Certain positions in this classification require peace officer status as a condition of appointment and continued employment.

The felony, citizenship, and background requirement applies only to those positions designated as peace officers within this class.

FELONY DISQUALIFICATION

Pursuant to Government Code Section 1029, persons convicted of a felony are disqualified from employment as peace officers except as provided under Welfare and Institutions Code, Division 2, Chapter 3, Article 8, Section 1179(b), or Division 2.5, Chapter 1, Article 4, Section 1772(b). Except as provided for by these statutes, persons convicted of a felony are not eligible to compete for, or be appointed to, positions in this class.

BACKGROUND INVESTIGATION INFORMATION

Pursuant to Government Code Section 1031, persons successful in peace officer examinations shall be required to undergo a thorough background investigation prior to appointment. Persons who have previously undergone a Department of Forestry and Fire Protection background investigation may be required to undergo an additional background investigation.

CITIZENSHIP REQUIREMENT

Pursuant to Government Code Section 1031(a), in order to be a peace officer, a person must be either a U.S. citizen or be a permanent resident alien who is eligible for and has applied for U.S. citizenship. Any permanent resident alien who is employed as a peace officer shall be disqualified from holding that position if his/her application for citizenship is denied.

AGE REQUIREMENT

Existing law provides that a peace officer must be at least 18 years of age at the time of appointment.

EDUCATION REQUIREMENT

Existing law provides that a peace officer must be a high school graduate, pass the General Education Development (GED) Test indicating high school graduation level, pass the California High School Proficiency Examination, or have attained a two-year or four-year degree from an accredited college or university.

VETERANS' PREFERENCE CREDITS

Veterans' Preference Credits will not be granted in this examination.

CAREER CREDITS

Three career credits will be added to the final score of all competitors in this examination who qualify for the credits and attain a passing mark on the examination. (See "General Information" on this bulletin for information regarding career credits.)

CONFIDENTIALITY AND SECURITY

Pursuant to Government Code Sections 19680(c) and 19681(b) it is unlawful to copy and/or furnish confidential examination material for the purpose of either improving or injuring the chances of any person or to obtain examination questions or other examination material before, during, or after an examination. Every person violating these provisions is guilty of a misdemeanor, and adverse action will be pursued. This may result in the person being barred from competition in future examinations, withheld from certification lists, or cancellation of eligibility for employment in state civil service.

GENERAL INFORMATION

For an examination without a written feature it is the candidate's responsibility to contact the Examination Unit of the Department of Forestry and Fire Protection, (916) 445-7824, three weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of written examination or oral interview fails to reach him/her prior to the day of the written test or interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at State Personnel Board offices, local offices of the Employment Development Department and the Department of Forestry and Fire Protection.

If you meet the requirements, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

The Department of Forestry and Fire Protection reserves the right to revise the examination plan to better the needs of the service if the circumstances under which this examination was planned changed. Such revision will be in accordance with civil service laws and rules and all candidates will be notified.

Examination Locations: Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Riverside. However, locations of interviews may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged onto the appropriate lists in order of final test scores (except as modified by veterans' preference credits) regardless of the date of the test and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

Promotional Examinations Only: Competition is limited to employees who have a permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235 and 235.2. State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of the State Personnel Board in Sacramento.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history, and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plan for self-development; and the progress he/she has made in his/her efforts toward self-development.

Veterans' Preference Credits: California law allows granting of veterans' preference credits in open entrance examinations and open-nonpromotional examinations. Credit in open entrance examinations is granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in open-nonpromotional examinations is granted as follows: 5 points for veterans; and 10 points for disabled veterans. Directions for applying for veterans' preference credits are on the Veteran Preference Application (Form 1093) which is available from State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

Career Credits: In open-nonpromotional examinations, career credits are granted to: 1) state employees with permanent civil service status, 2) full-time employees of the state who are exempt from state civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in or are graduates of the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in state civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the Examination Application form STD. 678. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento, California.)

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.



STATE OF CALIFORNIA

Department of Forestry and Fire Protection EXAMINATION ANNOUNCEMENT

FORESTER II (SUPERVISORY) DEPARTMENTAL OPEN AND PROMOTIONAL



CALIFORNIA STATE GOVERNMENT - AN EQUAL OPPORTUNITY EMPLOYER - EQUAL OPPORTUNITY TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.

8FS1402

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORKPLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE, BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE, AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

DEPARTMENTAL FOR	Department of Forestry and Fire Protection
POSITIONS EXIST	Statewide
WHO SHOULD APPLY	Any applicant who meets the minimum qualifications as of October 16, 2008 , the final filing date, may apply for the examination on an open basis. Applicants applying on a promotional basis must have a permanent civil service appointment with the Department of Forestry and Fire Protection as of October 16, 2008 , the final filing date.
HOW TO APPLY	Examination Applications STD. 678 must be filed with the Department of Forestry and Fire Protection by mail to P.O. Box 944246, Sacramento, California 94244-2460, attention Examination Unit, or in person at 1300 U Street, Sacramento, California.
CROSS FILING INFORMATION	If you meet the entrance requirements for this class and Forester I (Nonsupervisory), scheduled on the same day, you may file for one or both examinations on a single application. Put the title(s) of each examination(s) you wish to take on the application.
FINAL FILING DATE	Applications must be postmarked no later than October 16, 2008 . Applications postmarked after the final filing date will not be accepted for any reason.
EXAMINATION DATES	Qualifications Appraisal Interview: It is anticipated that interviews will be held during January/February 2009.
SALARY RANGE	\$5870 - \$7134
SPECIAL TESTING ARRANGEMENTS	If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the application. You will be contacted to make specific arrangements.
ELIGIBLE LIST INFORMATION	Departmental open and promotional eligible lists will be established for the Department of Forestry and Fire Protection. The lists will be abolished 24 months after they are established unless the needs of the service and conditions of the list warrant a change in this period.

REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

All applicants must meet the education and/or experience requirements for this examination by **October 16, 2008**, the final filling date.

NOTE: Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.

All applications/resumes must include "from" and "to" employment dates (month/day/year), time base, and applicable civil service class titles. Applications/resumes received without this information will be rejected.

MINIMUM QUALIFICATIONS

Qualifying experience may be combined on a proportionate basis if the requirements stated include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III, etc. For example, candidates possessing qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to the examination as meeting 100% of the overall experience requirement.

MINIMUM QUALIFICATIONS (Cont'd.)

<u>License Requirement</u>: Possession of a valid license as a professional Forester issued by the California State Board of Forestry. **and**

"Either" I

Experience: Two years of experience in the California state service performing forest, range, or watershed management duties in a class comparable in level to a Forester I (Nonsupervisory) or a Forester I (Supervisory).

"Or" II

Experience: Three years of experience in forestry work requiring professional skill involving management of a forest area appraising forest resources, harvesting forest products, regulating forest practices, controlling forest pests, reforestation or tree nursery production, or range and watershed management duties. (Graduate work in forestry may be substituted for up to one year of the required experience on a year-for-year basis.) **and**

Education: Equivalent to graduation from college with specialization in forestry, range management, or a closely related natural resource field. (Additional qualifying experience may be substituted for up to two years of the required education on a year-for-year basis.)

NOTE: APPLICANTS MUST ATTACH TO THE EXAMINATION APPLICATION STD. 678, A COPY OF THEIR VALID LICENSE AS A PROFESSIONAL FORESTER ISSUED BY THE CALIFORNIA STATE BOARD OF FORESTRY, PROFESSIONAL FORESTERS REGISTRATION.

APPLICANTS QUALIFYING UNDER PATTERN II ABOVE MUST ATTACH TO THE EXAMINATION APPLICATION STD. 678, A COPY OF THEIR COLLEGE TRANSCRIPT(S) INDICATING THEIR DEGREE AND/OR SPECIFIC COURSEWORK AND UNITS COMPLETED WITH SPECIALIZATION IN FORESTRY, RANGE MANAGEMENT, OR A CLOSELY RELATED NATURAL RESOURCE FIELD. APPLICANTS ATTENDING MORE THAN ONE COLLEGE OR UNIVERSITY SPECIALIZING IN THE APPROPRIATE COURSEWORK NOTED ABOVE, MUST SUBMIT INDIVIDUAL TRANSCRIPTS FOR ALL APPLICABLE COLLEGES AND/OR UNIVERSITIES.

APPLICANTS WHO HAVE EXPERIENCE WITH THE UNITED STATES FOREST SERVICE (USFS) MUST LIST ON THE EXAMINATION APPLICATION STD. 678, THEIR OFFICIAL CLASSIFICATION TITLE(S) AND GS LEVEL(S).

POSITION DESCRIPTION

Foresters II (Supervisory) perform the more difficult, sensitive, and complex professional forestry duties in connection with forest, range, or watershed management, protection, and planning, and interpret, develop, and implement regulations and policy to ensure consistent application. In units with large Resource Management staffs, Foresters II (Supervisory) supervise two or more staff, which may include Foresters I (Nonsupervisory), Forestry Assistants or Forestry Technicians, and fire protection and prevention staff. At the largest State Forest, Foresters II (Supervisory) serve as supervisors in charge of a segment of State Forest operations. In region offices and at units with large Resource Management staffs, Foresters II (Supervisory) serve as Timber Harvest Plan (THP) Review Team Chairpersons. In region offices and headquarters, Foresters II (Supervisory) supervise staff in performing the activities of a major resource management, resource assessment, fire risk assessment, or planning program. This level may also be involved with the drafting and development of policy and regulations for the Department. program. Incumbents with appropriate training, qualifications, and experience may also serve as duty chief or in other fire protection assignments.

EXAMINATION INFORMATION

The examination will consist of a qualifications appraisal interview weighted 100%. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview. **COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED**.

QUALIFICATIONS APPRAISAL INTERVIEW (Weighted 100%)

Scope:

A. Knowledge of:

- Natural sciences (e.g., wildlife, biology, botany, geology, hydrology, ecology, vegetation types, soil and climatic conditions) to ensure environmental analysis and project implementation provides resource protection.
- 2. Forest harvest scheduling, methods and practices sufficient to ensure that equipment and practices are utilized to protect all forest resources.
- 3. Forest engineering for the development and review of a transportation and harvesting system sufficient to ensure compliance with public safety standards and environmental regulations.
- Wildlife management and management of wildlife habitat to protect fisheries, terrestrial fauna, and plants.
- The California Environmental Quality Act (CEQA) and the functional equivalency process to identify the significant environmental impacts of proposed actions and evaluate and develop measures to avoid or mitigate those impacts.
- Integrated pest management concepts, methods and identification of forest and range pests sufficient to protect resources.
- The identification and protection process for cultural resources (historic and pre-historic) sufficient to ensure their preservation.
- 8. Principles of organizational management and program administration sufficient to provide efficient and effective program delivery.
- Audit and/or quality control processes and procedures sufficient to ensure accurate work and consistent program delivery.
- Other agencies' roles, objectives, and jurisdictional authorities to effectively work together and enable the participants to achieve their respective objectives.
- 11. The evaluation and mitigation of land management, and incident related activities and effects (e.g., harvesting methods, all-risk incidents, site-preparation activities, road engineering, silviculture, range management) necessary to protect forest resources and health and safety of personnel and the public.
- 12. Photogrammetry and remote sensing imagery to gather accurate information on various resources.
- Supervision procedures, principles and practices sufficient to ensure an effective workforce and safe working environment.
- 14. Leadership techniques, principles, and skills to promote team building.

B. Ability to:

- 1. Speak, read, and write to enable effective communication.
- 2. Exhibit ethical behavior, display appropriate conduct, and maintain a high level of professionalism.
- 3. Evaluate, review, analyze, and apply information and technical data to make sound decisions and implement creative solutions.
- 4. Plan, organize, prioritize, and multi-task.
- 5. Function in stressful situations or emergencies.
- 6. Adjust to a changing work environment.
- 7. Observe and assess situations.
- 8. Work effectively and harmoniously with others.
- 9. Accept increasing responsibilities and accomplish objectives without close guidance and review.

C. Skill to:

- 1. Develop and deliver oral and written presentations, and to communicate effectively for the purpose of information exchange and education of employees, management, and others.
- 2. Apply forestry principles and practices (e.g., mensuration, air photo and map interpretation, silviculture, engineering, and tree, plant, and animal identification).
- 3. Identify environmental impacts and develop or evaluate mitigation.
- 4. Inspect and investigate to determine compliance with State, Federal, local laws and regulations.
- 5. Identify and evaluate vegetation conditions in order to determine which appropriate management practices apply.
- Supervise the work of others in order to plan, organize, direct, control, and evaluate employees' performance to ensure efficient, safe and effective completion of assignments.

Forester II (Supervisory) (Cont'd.)

SPECIAL PERSONAL CHARACTERISTICS

Willingness to work long and irregular hours in remote parts of the state, and during the fire season, to remain available for duty assignments 24 hours a day as required. Ability to meet physical and medical standards established by the Department of Forestry and Fire Protection; color vision and visual acuity sufficient to perform the duties of the position.

ADDITIONAL DESIRABLE QUALIFICATIONS

Possession of a valid driver license of the appropriate class issued by the Department of Motor Vehicles.

PROBATIONARY REQUIREMENT

To support the fire suppression mission of the department, individuals appointed to the Forester II (Supervisory) classification must pass the Basic Fire Control Training Course prior to the end of probation.

JOB CHARACTERISTICS

Certain positions in this classification require peace officer status as a condition of appointment and continued employment.

The felony, citizenship, and background requirement applies only to those positions designated as peace officers within this class.

FELONY DISQUALIFICATION

Pursuant to Government Code Section 1029, persons convicted of a felony are disqualified from employment as peace officers except as provided under Welfare and Institutions Code, Division 2, Chapter 3, Article 8, Section 1179(b), or Division 2.5, Chapter 1, Article 4, Section 1772(b). Except as provided for by these statutes, persons convicted of a felony are not eligible to compete for, or be appointed to, positions in this class.

BACKGROUND INVESTIGATION INFORMATION

Pursuant to Government Code Section 1031, persons successful in peace officer examinations shall be required to undergo a thorough background investigation prior to appointment. Persons who have previously undergone a Department of Forestry and Fire Protection background investigation may be required to undergo an additional background investigation.

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AGE REQUIREMENT

Existing law provides that a peace officer must be at least 18 years of age at the time of appointment.

EDUCATION REQUIREMENT

Existing law provides that a peace officer must be a high school graduate, pass the General Education Development (GED) Test indicating high school graduation level, pass the California High School Proficiency Examination, or have attained a two-year or four-year degree from an accredited college or university.

VETERANS' PREFERENCE CREDITS AND CAREER CREDITS

Veterans' Preference Credits and career credits are not granted in this examination.

CONFIDENTIALITY AND SECURITY

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Interview Scope: If an interview is conducted, in addition to the scope described on this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plan for self-development; and the progress he/she has made in his/her efforts toward self-development.

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Career Credits: In open-nonpromotional examinations, career credits are granted to: 1) state employees with permanent civil service status, 2) full-time employees of the state who are exempt from state civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirements specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in or are graduates of the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in state civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their civil service status in the appropriate section of the Examination Application form STD. 678. (Section 4 of Article VII of the California Constitution is posted at the State Personnel Board, 801 Capitol Mall, Sacramento, California.)

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.